

TURNER SCHOOLS

Where children thrive and knowledge matters

Turner Free School, Folkestone
- Success without selection -

Principal Designate
Candidate Information Pack

Join
our
mission:
#seachange

1. Turner Schools

Turner Schools is a Multi-Academy Trust (MAT) based in Folkestone, on the beautiful Kent coast, a town recently voted among the coolest places to live in the UK.

Turner Schools is committed to ensuring success without selection for our pupils by teaching them the core knowledge and life skills they need to thrive in the modern world.

Our mission is to set a new standard in non-selective education, empowering our pupils with cultural capital. In this way we will contribute to the regeneration of the region. We call this mission sea-change.

2. Our values and ethos: We are schools with HEART

Following Aristotle's philosophy we believe that educating the mind without educating the heart is no education at all.

Accordingly we have encapsulated the Trust's ethos and values in the acronym HEART. It states how we strive for High expectations, Energy, support for Academics, commitment to Reading, and Trust. We seek commitment to these things from each other as colleagues, our pupils and parents.

Our HEART model gives stakeholders, staff, pupils and parents a common language.

3. Our Schools

Turner Schools is leading an innovative new partnership in Folkestone. The partnership is made up of the Folkestone All Age Academy, Morehall Primary School, Martello Primary School, and benefits from working relationships with The King's School Canterbury (co-Sponsor of Folkestone All Age Academy) and The Folkestone School for Girls.

The new secondary school, Turner Free School, has an anticipated opening date of September 2018.* This new Free School is intended to open on the site currently occupied by Pent Valley Technology College site.

*This is subject to the signing of the Funding Agreement.

4. Turner Free School

The Turner Free School will be an academically ambitious and inclusive four form entry 11-18 school in the Cheriton area of Folkestone. In other words, it will be a grammar-style school for everyone. As a smaller than average secondary school all pupils will be known and educated as individuals. The school will have a knowledge-led curriculum, organised along the principles established by Professors Michael Young of the IOE and E.D. Hirsch of the University of Virginia, to ensure all pupils receive the knowledge they need to thrive in the modern world. In addition, to give pupils a leading edge for further education and employment, modern foreign languages will be emphasised, with the aspiration that all pupils will achieve a working standard by the time that they graduate from the school. As a free school the Turner Free School will be a brand new Academy school; directly funded by central government and independent of Local Authority control. Like other free schools, the Turner Free School has a responsibility to expand the educational offer locally, to promote higher standards inclusively, to address local social issues and to ensure excellent value for the public purse.

The Turner Free School, Folkestone's educational vision will be delivered by planning our activities around four pillars.

These are:

- **EBACC for all** : the subject knowledge and skills which must be mastered to achieve this academic measure is a right for all pupils and by starting young – in our primary schools – we intend to get everyone there.
- **Aspiring towards university or professional employment:** our working relationships with universities and partnerships with major local employers will ensure that our students are best equipped for their next steps after leaving school.
- **An additional working language beyond standard English:** language skills will enable better social cohesion in the immediate area; meet the needs of local employers including and secure the often missing-link in EBacc achievement.
- **Developing citizens:** Turner students will be young people that the community can be proud of and who want to make Folkestone an even better, fairer place to live; we will actively teach tolerance, respect, courtesy, that hard-work pays off and service.

The school's short and medium term priorities are to:

- Plan the delivery of knowledge-rich curriculum that includes and stretches all pupils at Key Stage 3 so that everyone is enabled to enter and achieve the EBACC.
- Be fully subscribed at opening by admitting 120 pupils and to continue to be so as the school grows until we reach our steady state of 840 pupils in September 2024.
- Manage the corresponding growth in staff, infrastructure and resources that will come with the growth in pupil number
- Ensure that works to ensure the wider school premises are fit for a 21st century education do not detract from the education and achievement of the school's first pupils.
- Develop strong relations with other schools in the Trust's partnership and with stakeholders throughout Folkestone.

5. Role and Responsibilities

Title: Principal Designate, Turner Free School
Reports to: CEO, Turner Schools
Start date: January 2018, with one day a week (by agreement) from September 2017
Salary: Negotiable depending on experience

The Trust is looking for a Principal Designate to lay the foundations for and open this academically ambitious free school

Key responsibilities:

- Serving as an ambassador for the Trust and the school
- Attracting and retaining great staff
- Recruiting 120 pupils for Year 7 admission at opening
- Ensuring that all the pupils make excellent progress
- Modelling and maintaining high standards of conduct and behaviour
- Developing a safe, healthy and purposeful environment in which to learn and work
- Managing relationships with all key stakeholders, including the immediate community, parents, governors, directors, other schools within the Trust's partnership, the Local Authority and the Department for Education.

Delivery of the educational vision:

- Plan a knowledge-based curriculum consistent with the social justice principles of Professors Michael Young and E.D. Hirsch jnr.
- Deploy the pedagogy of practice of Doug Lemov and TLAC so that all pupils believe they are scholars and will succeed

- Ensure all staff and pupils embrace the curriculum and understand its founding principles
- Ensure a rigorous assessment system is in place to track pupil progress
- Define codes of conduct for the school so that all adults model for and teach pupils the language and behaviours that will ensure our pupils are able to interact positively beyond school both in the community and later in further education and the workplace.
- Set the right balance across the school timetable between academic teaching, extra-curricular activities and sport (Yes)
- Plan a family dining culture, and competitive sporting activities so that we are nurturing bodies as well as educating minds. (Yes)

Personal leadership and coaching

- Recruit, train, motivate, retain and mentor all staff
- Maintain high expectations of pupils and staff
- Ensure all staff are well supported and can see a clear path to career progression

Coordination of the overall strategy

- Join the wider Trust team in planning and overseeing works to the new school premises
- Work with the Trust team, and Local Governors to ensure robust operational systems are in place that support the school's efficient and effective functioning
- Maintain strong working relationships with the relevant agencies
- Develop productive practice with the schools in the wider Turner Schools partnership.

6. Personal Profile

Qualification Criteria

- A strong academic track record to degree level and above
- Qualified to work in the U.K.
- Qualified Teacher Status
- NPQH desirable but not essential
- Participation in Future Leaders desirable

Experience

- Experience of school leadership in selective and non-selective settings
- Track record of excellent leadership

Leadership qualities

- Academic ambition for all pupils
- High ethical standards
- Strong work ethic
- Team player - we before me
- Interest in research and a willingness to change practice in light of new evidence
- Effective management style, enabling others while maintaining senior authority
- Ability to lead, coach and motivate staff within a performance management framework, including professional development and effective management of underperformance
- Ability to develop the leadership skills of others
- Strong interpersonal, written and oral communication skills
- Takes responsibility for their own actions

- Genuine passion and a belief in the potential of every student
- Motivation to continually improve standards and achieve excellence
- Commitment to the safeguarding and welfare of all pupils

Personal qualities:

- Enthusiasm for rigorous and inclusive non-selective education
- Drive to see the area's young exposed to the cultural capital that will transform their futures.
- Determination to improve standards and outcomes in non-selective education on the south-west Kent coast
- Genuine interest in playing a part, through education, in the regeneration of Folkestone

Vision and Strategy

- Vision aligned with that of Turner Schools and of the Turner Free School specifically
- Clear vision and understanding of how to provide a knowledge-rich education to children of all parts of the local community
- Clear vision and understanding of how to maintain high standards of behaviour
- Excellent organisational skills
- Ability to use data to inform strategy and diagnose weaknesses that need addressing
- Ability to work collaboratively with partner schools in the Trust and beyond

7. Recruitment Process

The recruitment process for the Principal Designate is as follows.

Closing date for applications Friday 16th June (midday)

Interviews will be held on Tuesday June 27th, 2017 in Folkestone.

8. Turner Schools Safer Recruitment Procedure

Turner Schools is committed to safeguarding and promoting the welfare of children and young people in its schools. In order to meet this responsibility, its schools follow a rigorous selection process to discourage and screen out unsuitable applicants. This process is outlined below, but can be provided in more detail if requested.

Disclosure

The Trust requires all employees to undertake an enhanced DBS check. You are required, before appointment, to disclose any unspent conviction, cautions, reprimands or warnings under the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975. Non-disclosure may lead to termination of employment and if it emerges during the interview that you've failed to disclose something you won't be offered a job. However, disclosure of a criminal background will not necessarily debar you from employment – this will depend upon the nature of the offence(s) and when they occurred.

Reference checking

References from the previous and current employer will be taken up for shortlisted candidates and where necessary employers may be contacted to gather further information.

Probation

All new staff will be subject to a probationary period of six months.

If you are interested in joining Team Turner please contact Caroline Dominguez, dominguezc@turnerschools.com or via (01303) 847540.

For full candidate pack visit: www.turnerfreeschool.org

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